

Department of Justice

Annual Report 2012-13





Message from the Ministers

In accordance with the Provincial Government's commitment to accountability, we hereby submit the Department of Justice Annual Report 2012-13. In this reporting period, the responsibilities of Minister of Justice and Attorney General were separated and assigned to two separate Ministers. Given this, we share joint responsibility for the preparation of this report, which was completed under our direction. Our signatures below indicate our accountability for the results reported.

The annual report outlines progress towards the achievement of the department's Strategic Issues and highlights other key facts and successes. In 2012-13, the department focused on:

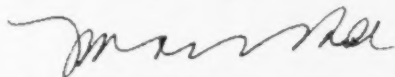
- Continued enhancements to the administrative processes of the Supreme Court of Newfoundland and Labrador;
- Improvements to Adult Probation as per the recommendations of the Baker Review;
- Continued progress within Adult Corrections through further implementation of recommendations in the report entitled *Decades of Darkness: Moving Towards the Light*;
- Staff development and awareness of Aboriginal cultures and other diversity-related issues; and,
- Analysis of outreach services.

Combating child exploitation, illegal drugs and organized crime continued to be major focus for police in 2012-13. These criminal activities will continue to be a priority in 2013-14, and as announced by the Honourable Premier Kathy Dunderdale in March 2013, further investments in policing will support this work.

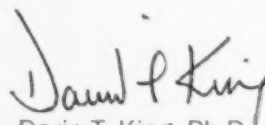
In 2013-14, the Department of Justice will assess work which was initiated to demonstrate the commitment to public trust and confidence. The department will continue to explore methods of enhancing service delivery responses and continue to focus on meeting the needs of a diverse client group by enhancing recruitment practices.

Additionally in 2013-14, the department will reflect on the achievements and challenges of the past three years, assess the current environment, and develop a new strategic plan for the next cycle. This is always an exciting time, as the department begins the process of setting the foundation of work and charting a new course forward to address key strategic priorities for 2014-17.

We would like to take this opportunity to thank the former Deputy Minister of the Department of Justice, The Honourable Donald H. Burrage, Q.C., for his service and congratulate him on his appointment as a Judge of the Supreme Court of Newfoundland and Labrador, Trial Division on October 5, 2012. We would also like to thank all those who worked with the department so diligently in 2012-13. From justice employees and officials to our many and varied partners, stakeholders and community groups, all have put forth significant efforts to contribute to our accomplishments to date. We look forward to continued opportunities for collaboration in the coming year.



Thomas W. Marshall, Q.C.
Attorney General



Darin T. King, Ph.D.
Minister of Justice

Table of Contents

Message from the Ministers	i
Vision, Mission and Values	iv
Departmental Overview	1
Partnerships and Shared Commitments	4
Highlights and Facts of Interest	6
Report on Performance 2012-13	21
Strategic Issue 1: Public Trust and Confidence	22
Strategic Issue 2: Responsiveness to Diverse and Unique Needs	25
Strategic Issue 3: Public Access to Justice	29
Opportunities and Challenges Ahead	32
Appendices	
Appendix A: Financial Statements	34
Appendix B: Strategic Directions	36
Appendix C: Public Entities	38
Appendix D: Electoral Boundaries Commission	39

Vision

A justice system that is accessible and understood, and which plays a key role in creating a fair, equitable and safe society where all people can pursue their lawful rights and freedoms.

Mission

By March 31, 2017, the Department of Justice will have enhanced services and responses to improve public protection and access to justice in a manner that is sensitive to the diverse needs of its clients.

Values

Accountability	Each person accepts responsibility for his/her actions and follows through on requests and commitments.
Integrity	Each person maintains the highest professional and ethical standards in dealings with clients and each other.
Impartiality and Fairness	Each person deals fairly, respectfully and equitably with individuals and organizations to protect the rights and interests of all parties involved in criminal and civil matters.
Excellence	Each person excels through continuous learning, strong partnerships and personal initiative to deliver services for the good of the people of Newfoundland and Labrador.
Collaboration	Each person strives to create a working environment where resources and energies are shared within the justice system, with our partners, and with the public that we serve in order to achieve enhanced responses.
Accessiblility	Each person provides understandable, available and affordable justice services to the citizens of Newfoundland and Labrador.
Trust	Each person shares information and promotes openness with each other and with clients, while respecting confidentiality requirements.

Departmental Overview

Mandate

The mandate of the Department of Justice derives primarily from the *Executive Council Act*. This mandate reflects the dual responsibilities of the Minister of Justice and the Attorney General for Newfoundland and Labrador. While several other Canadian jurisdictions have separate ministries for Justice and Attorney General, the structure is consolidated in Newfoundland and Labrador. The Department of Justice responsibilities involve administering the province's legal system. The principal components include administration of the courts, policing, adult corrections, secure youth justice services, victim services and fish and wildlife enforcement.

Reflecting the role and authority of the Attorney General, the Department of Justice provides legal services to the Crown including legal advice to departments, litigation, prosecution and legislative drafting services. Within this role, the department's central agency function requires it to provide ongoing policy advice and direction. This occurs within the department, as well as throughout government and its agencies on matters of public interest and concern.

While the *Executive Council Act* is the primary legislative authority for the Department of Justice mandate, the policies, services and programs are also governed by 95 pieces of legislation, which the Department of Justice is responsible for administering.

Employees

In 2012-13, the department employed more than 1,600 individuals, including the Royal Newfoundland Constabulary (RNC). The overall gender breakdown for staffing in the department is approximately 48 per cent female and 52 per cent male. Efforts continue towards employment equity within sectors of justice that have historically been composed of disproportionate numbers of males to females.

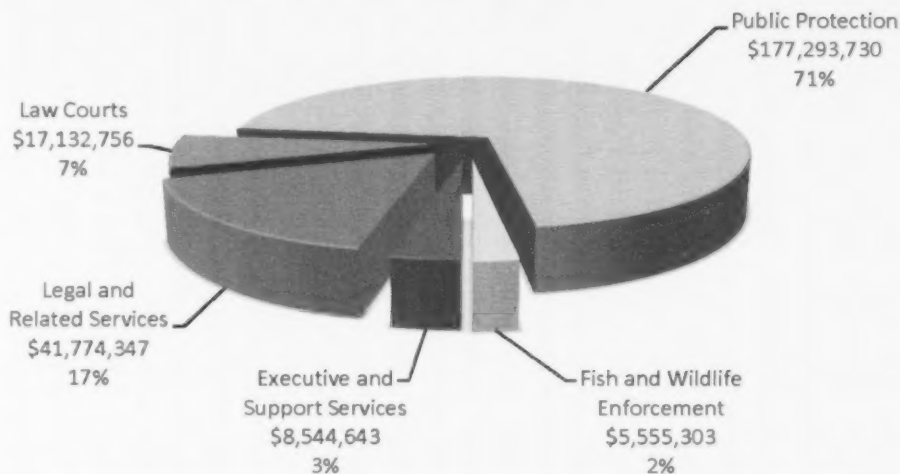
Additionally, pursuant to the Provincial Policing Services Agreement and the Community Tripartite Agreements, in 2012-13 the Royal Canadian Mounted Police (RCMP) employed approximately 441 officers and 108.5 civilian members and support staff to provide frontline policing services in approximately 49 locations throughout the province.

Department of Justice officials and employees are situated across the province. The Department of Justice employs lawyers, police officers, social workers, psychologists, counsellors, correctional officers, youth counsellors, deputy sheriffs, fish and wildlife enforcement officers, information management specialists, administrators, financial managers, nurses, educators and administrative support staff.

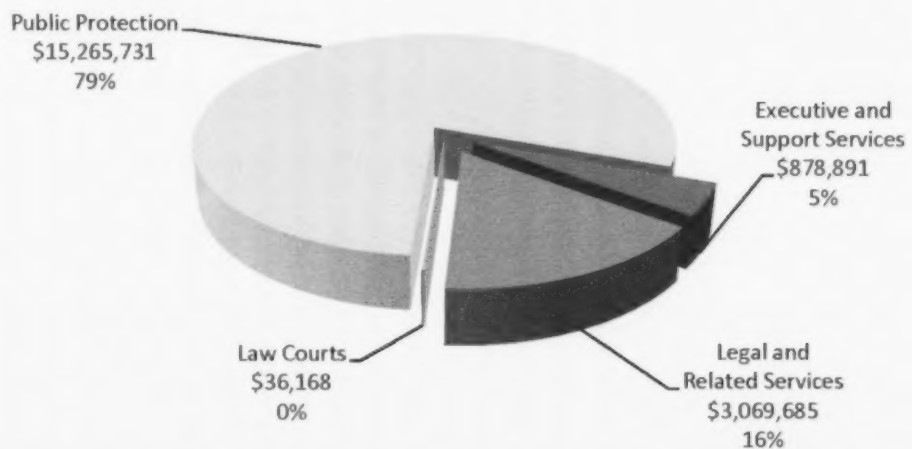
Financial Overview

According to the "Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended 31 March 2013" (unaudited), the Department of Justice had expenditures of \$250,300,779 and revenues of \$19,250,475, in 2012-13.

**Department of Justice Actual Expenditures at a Glance
Year Ended 31 March 2013**



**Department of Justice Actual Revenues at a Glance
Year Ended 31 March 2013**



Lines of Business

The Department of Justice serves the province and fulfills its mandate through the following lines of business:

- › **Office of the Legislative Counsel** provides legislative drafting services to government. Additionally, in conjunction with the Office of the Queen's Printer and the House of Assembly, it ensures the publication and dissemination of provincial legislation.
- › **Policing Services** are delivered through the province's two policing agencies, normally, the RNC and the RCMP. Through a broad range of policing services, both police forces are responsible for fostering and maintaining peaceful and safe communities.
- › **Additional Enforcement Services** include: the Office of the High Sheriff, which provides administrative, jury and security services to the Supreme and Provincial Courts; the Support Enforcement Program, which collects and distributes court-ordered funds for support; and the Fish and Wildlife Enforcement Division, which focuses on protecting the province's valuable fish and wildlife resources.
- › **Corrections and Community Services** has responsibility for offenders, as well as for victims of crime. It is responsible for the safe and secure custody of young and adult offenders; for providing adult community corrections in the form of probation services; and for providing services to victims of crime involved in the criminal justice system.
- › **Public Prosecutions** is responsible for prosecuting all *Criminal Code of Canada* and provincial statute matters in the province. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Legal opinions in criminal and criminal-related matters are provided to police agencies and other government departments by Public Prosecutions upon request.
- › **Civil Law Division** is responsible for providing legal services to provincial government departments and agencies. These services include providing legal opinions, drafting commercial and financial documents, and representing the provincial government and its agencies in negotiations and civil actions before administrative tribunals, all levels of court and judicial inquiries.
- › **Court Services** is responsible for providing infrastructure and administrative support to the Supreme Court of Newfoundland and Labrador and the Provincial Court of Newfoundland and Labrador.
- › **Family Justice Services** is responsible for assisting families in resolving separation and divorce issues. The program assists parties in resolving custody, access and child support issues and offers parent information sessions, mediation, counselling, as well as recalculation of child support. It emphasizes the best interest of children and promotes dispute resolution outside the Court process.

Please Note: The Access to Information and Protection of Privacy Office was officially transferred to the Office of Public Engagement (OPE) effective October 2012.

Partnerships and Shared Commitments

The Department of Justice recognizes the importance of collaborative relationships in fulfilling its mandate and achieving the strategic directions of government, as applicable to the department (see *Appendix B*). This section highlights some of the key collaborative relationships that contributed to departmental achievements during the year, and is not intended to be an exhaustive list.

During the fiscal year, the department continued to be an active partner on a number of provincial horizontal initiatives, including: Violence Prevention Initiative; Healthy Aging Strategy; Northern Strategic Plan for Labrador; Poverty Reduction Strategy; Regulatory Reform Initiative; Immigration and Multiculturalism; Provincial Strategy for the Inclusion of Persons with Disabilities; and the Social Housing Plan.

The department is a member of multiple federal/provincial/territorial committees. Some of these include: Coordinating Committee of Senior Officials (CCSO) for Criminal and Family Law; Working Group on Access to Justice in Both Official Languages; Aboriginal Justice Strategy; Committee of Officials on Human Rights; Heads of Corrections Working Group; Heads of Prosecutions Working Group; Victims of Crime Working Group; Committee on Prevention of Wrongful Convictions; Permanent Working Group on Legal Aid; Human Trafficking Working Group; Working Group on Domestic Violence; and Contract Management Committee for RCMP contract services.

The Department of Justice has long-term partnerships with various community agencies. These community agencies provide services to our mutual clients in areas such as family violence, sexual assault, mental health, addictions and support services. Some agencies also work with the department on various committees and provide information and consultant services. These agencies include: Stella Burry Community Services; John Howard Society; Canadian Mental Health Association; Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre; Iris Kirby House; Turnings; Provincial Advisory Council on the Status of Women; and Transition House Association of Newfoundland and Labrador.

The Department of Justice is also working in partnership with the Aboriginal community within Newfoundland and Labrador to deliver culturally-sensitive programs and services that enhance access to justice for Aboriginal people of the province.

The department has a number of partnerships that are long-standing and ongoing. These partnerships offer mutual benefits to all parties. For example:

- The Newfoundland and Labrador Youth Centre partners with the Department of Child, Youth and Family Services to assist youth residents with rehabilitation services, as well as the reintegration of residents back into the community;
- Adult Corrections partners with Eastern and Central Health for the provision of psychiatric services, vaccination services and infectious disease control for inmates;

- ▷ Joint Forces Operations continue between the RCMP and the RNC through initiatives such as Violent Crime Linkage Analysis Section (ViCLAS), the National Sex Offender Registry, Crime Stoppers; and Criminal Intelligence Service of Newfoundland and Labrador;
- ▷ On March 22, 2013, a new joint initiative of the RNC and the RCMP was announced to enhance resources focused on combating child exploitation, illegal drugs and organized crime;
- ▷ The Family Justice Services Program is delivered through a partnership of the departments of Justice and Advanced Education and Skills, with additional funding provided by the Legal Aid Commission of Newfoundland and Labrador. The program works in close connection with both the Supreme and Provincial Courts of Newfoundland and Labrador, and assists parties in resolving custody, access and child support issues, offers parent information sessions, mediation and counseling, as well as recalculation of child support;
- ▷ The RNC continues to partner with Memorial University to deliver the Police Studies Diploma Program;
- ▷ Public Prosecutions continues to partner with the Ontario Crown Attorneys' Association to participate in the comprehensive educational program the Association delivers annually;
- ▷ Fines Administration Division continues to partner with the Motor Registration Division of Service NL for the collection of fines;
- ▷ The Exchange of Services Agreement (ESA) regarding Adult Corrections has existed since Confederation. Under the Agreement, the Province houses offenders falling under federal jurisdiction, and in return the province receives funding, services and training;
- ▷ The RCMP continues its partnership with the Canadian Coast Guard;
- ▷ The RNC and the RCMP actively engage volunteer ground search and rescue services throughout the province;
- ▷ Criminal legal aid services continue to be cost-shared between the Provincial Government and the Federal Government, with the province paying for the majority of these costs;
- ▷ The Support Enforcement Division continues to partner with other jurisdictions to facilitate the reciprocal enforcement of court orders;
- ▷ Fines Administration Division interacts with the Canada Revenue Agency (CRA) by selecting accounts electronically for this Agency to intercept income tax refunds and Goods and Services Tax (GST) rebates for the fine amount owing;
- ▷ The department continues its innovative partnership with the Sheshatshiu Innu First Nation (SIFN) to fund a Community Victim Services Worker, a Community Probation Worker and an Innu-aimun speaking Court Interpreter. The Probation and Victim Services positions are based within, and directly serve, the community of Sheshatshiu. The Court Interpreter is based in Provincial Court in Happy Valley-Goose Bay and provides services to Innu-aimun speaking persons in court; and
- ▷ Partnerships continue with the Nunatsiavut Government and Sheshatshiu Innu First Nation to offer Prison Liaison Officer services to Inuit and Innu inmates at the Labrador Correctional Centre.

Highlights and Facts of Interest

This section provides a summary of key initiatives and statistics for the 2012-13 fiscal year, and is intended to highlight departmental accomplishments in key areas of interest to the public. Additional information on these and other initiatives is available on the Department of Justice website (www.justice.gov.nl.ca/just/).



Royal Newfoundland Constabulary (RNC)

International Association of Women Police

The RNC and RCMP partnered to host the 2012 International Association of Women Police (IAWP) Training Conference in St. John's from September 9-13, 2012. The conference drew 713 delegates from 56 countries. Sessions covered a variety of topics and featured local, national and international speakers. A highlight of the conference was the IAWP Awards Luncheon, hosted by the Honourable Premier Kathy Dunderdale, where outstanding women officers were recognized in the areas of leadership, commitment and bravery. Financial support from the business community and the Government of Newfoundland and Labrador contributed to the success of the conference.



Gender Equity

In August 2012, the RNC swore in 16 new police officers, five (31 per cent) of which were women. The RNC recruiting team hosted two female only information sessions at Memorial University, St. John's Campus and one at Memorial University, Grenfell Campus. A total of 60 women attended the sessions.

Eight Physical Abilities Requirement Evaluation (PARE) preparation sessions for women were held in St John's in November 2012. These sessions were attended by a total of 36 women. Additionally, five women attended the general sessions that were open to both men and women.

Order of Merit of the Police Forces

On May 9, 2012, the Order of Merit of the Police Forces Award Ceremony was held at Rideau Hall in Ottawa. The Order of Merit was created in 2000 and has three levels of membership which reflect long-term, outstanding service: Commander, Officer and Member. This year, there were two recipients from Newfoundland and Labrador: Chief Robert Johnston and Inspector Sean Ryan.

Chief Johnston was appointed as an Officer of the Order of Merit of the Police Forces. Chief Johnston is the second Newfoundlander and Labradorian working as a police officer in this province to receive this prestigious honor at the Officer's level.

Inspector Ryan was one of 25 police officers from across Canada to be appointed Member of the Order of Merit of Police Forces for 2012. The investiture into the Order recognizes exceptional performance of duty over an extended period of time at the local, regional and provincial levels.

Calls for Service

In 2012, calls for service increased in all RNC jurisdictions.

Calls for Service By Region 2008-2012					
Jurisdiction	2008	2009	2010	2011	2012
North East Avalon	55,969	59,828	62,458	63,407	63,617
Corner Brook	9,577	9,429	9,881	9,250	9,537
Labrador	3,280	2,939	3,204	3,282	3,326
Outside Jurisdiction	247	228	249	228	232
Total	69,073	72,424	75,792	76,167	76,712

Queen Elizabeth II Diamond Jubilee Medal

On January 29, 2013, in honour of her 60 year reign, Queen Elizabeth II Diamond Jubilee Medals were awarded to 43 RNC employees who have built and continue to build a caring society and country through their service.

RNC Headquarters Redevelopment

During 2012-13, phase two of the RNC Headquarters redevelopment continued. This construction phase includes the complete redevelopment and expansion of the existing Headquarters Building in St. John's.

Decrease in Motor Vehicle Accidents in RNC Jurisdictions

Overall, the number of motor vehicle accidents decreased by one per cent from 6,062 in 2011 to 5,987 in 2012, and accounted for 11 per cent of police reported incidents in RNC jurisdictions. Approximately 86 per cent of these accidents were in the North East Avalon jurisdiction, nine per cent were in Corner Brook and five per cent were in Labrador West. Specifically, in 2012-13:

- › On the North East Avalon, motor vehicle accidents accounted for 11 per cent of police reported incidents. The number of motor vehicle accidents decreased by one per cent from 5,217 in 2011 to 5,142 in 2012.
- › In Corner Brook in 2012, motor vehicle accidents accounted for 10 per cent of police reported incidents. The number of motor vehicle accidents increased by one per cent from 545 in 2011 to 551 in 2012.
- › In Labrador West in 2012, motor vehicle accidents accounted for 15 per cent of police reported incidents. The number of motor vehicle accidents decreased by five per cent from 300 in 2011 to 285 in 2012.

Enforcement of Criminal Code Traffic and Impaired Violations

In 2012, *Criminal Code* traffic and impaired violations comprised three per cent of police reported incidents in all RNC jurisdictions. The number of these types of violations is normally more reflective of enforcement efforts and not necessarily the number of violations actually occurring. From 2011 to 2012, enforcement of *Criminal Code* traffic and impaired violations increased by five per cent.



Operation Impact

From October 5-8, 2012, the RNC participated in a national traffic education and enforcement initiative entitled "Operation Impact". This initiative was carried out during the Thanksgiving long weekend, when traffic volumes increase. The RNC on the North East Avalon conducted approximately 23 road side check points, checked more than 1,000 vehicles, and issued 282 Summary Offence Tickets under the *Highway Traffic Act*. There were four arrests for impaired driving and five arrests for other *Criminal Code* offences. In Corner Brook, four roadside check points were conducted, approximately 800 vehicles were checked, and 12 summary offence tickets were issued under the *Highway Traffic Act*. There was also one arrest for driving while prohibited and one arrest for driving with a suspended licence.

Enhanced Response to Domestic Violence

On April 2, 2012, the RNC called for applications to commence a pilot project to evaluate the utility of creating a full time Domestic Violence Coordinator position. This temporary position was awarded in May 2012. The incumbent researched global best practices in responses to domestic violence, met with local stakeholders and made recommendations for the local context.

Enhanced Enforcement of Judicial Release Orders

In January 2013, the Compliance and Enforcement of Orders (CEO) Unit was created to monitor the activity of prolific high risk offenders. The mandate of the CEO Unit is to ensure that released offenders comply with judicial orders such as probations, undertakings, conditional sentences, parole conditions, and orders under section 810 of the *Criminal Code*. By the end of the fiscal year, this unit arrested approximately 60 people on "Warrants of Arrest", and ensured that more than 200 persons were complying with Court imposed conditions such as curfews and alcohol/drug prohibitions.

Enhanced Child Protection

In 2012-13, the following programs were delivered in RNC jurisdictions:

- ▷ Computer Safety and Internet Program: delivered to 96 grade seven classes reaching 2,356 students in 20 schools.
- ▷ Drug Abuse Resistance Education (DARE) Program: delivered to 2,547 students in 119 classes in 43 schools.
- ▷ Student Taking Responsibility in Violence Education (STRIVE) Program: delivered to 2,552 students in 103 classes in 19 schools.



Expanded Implementation of Mobile Data Terminals and Mobile Report Entry Systems

In October 2012, the utilization of two Mobile Data Terminals (MDTs) was expanded to the RNC Corner Brook Detachment. Additionally, a new system feature was activated which allows the uploading of photos to the system at any office location to enable police officers to access photos from their patrol vehicles. Photos may include subjects of interest (e.g. missing persons, known offenders, or stolen vehicles). This feature enables officers at any RNC Office to save an image to the system, making the image viewable to the patrol vehicles.

Enhanced Public Notification of High Offenders

On July 3, 2012, the RNC issued a new policy on the notification of high risk offenders. Under this policy, a "high risk offender" is defined as "one who has been convicted of at least one serious offence and whose unsupervised presence in the community upon warrant expiry gives rise to a reasonable apprehension of danger." Public notification of a high risk offender will be determined by the Chief of Police upon consideration of the recommendation of the Public Notification Advisory Committee, referrals from outside agencies and other relevant information.

International Women's Week/Day

In recognition of International Women's Week and International Women's Day, all regions of the RNC met with representatives from women's organizations to review statistics on: police reported incidents of crime and victims of crimes against persons in RNC jurisdictions; police response; and related goals identified in the RNC Corporate Plan.

Recruitment Outreach

During the fiscal year, the RNC participated in various career fairs in Happy Valley-Goose Bay, Bell Island and St. John's. Nunatsiavut Government, Mushuau Innu First Nation, Sheshatshiu Innu First Nation and NunatuKavut Community Council, along with the Labrador Friendship Centre, entered into an agreement to fund an Aboriginal Youth Career Fair, held in Happy-Valley-Goose Bay. St. Michael's School hosted a career fair on Bell Island, and the career fairs in St. John's were hosted by the YMCA, Memorial University and the College of the North Atlantic. The RNC also participated in an online career fair, which was a joint initiative of Memorial University and the College of the North Atlantic.

Additionally, the RNC participated in an initiative with the Atlantic Association of Registrars and Admissions Officers, a group that promotes post-secondary opportunities in high schools throughout Atlantic Canada.

Respectful Workplace

As part of the Respectful Workplace Program, the RNC offered four opportunities for training on issues related to respectful workplace:

- ▷ Respectful Workplace Frontline training was delivered by the RNC Respectful Workplace Committee;
- ▷ A webinar by the Canadian Standards Association was offered on the newly released national psychological health and safety standards for employees in the workplace;
- ▷ Linda Ross, President of the Provincial Advisory Council on the Status of Women, delivered training on the status of women in Newfoundland and Labrador to 54 RNC employees; and
- ▷ Mr. Jamie Valvasori from the Office of Immigration and Multiculturalism delivered training on cultural competency.

Relationship Building with Multi-Cultural Communities

From March 18-24, 2013, the RNC recognized Multi-Cultural Week and International Day for the Elimination of Racial Discrimination by participating in the provincial campaign to display multi-coloured lights to welcome newcomers. During multi-cultural week, RNC representatives in Labrador West met with representatives of the Association for New Canadians, as well as newcomers to the Labrador West region.

On March 24, 2013, Chief Johnston participated in the Sharing Our Cultures event held at The Rooms in St. John's. Through this event, approximately 70 new Canadian youth from 20 countries exhibited their music, dance, clothing and literature in celebration of their cultures.



Royal Canadian Mounted Police (RCMP)

2012-13 was the first year of the new 20 year service contract agreement between the Province and the RCMP. During the year, the benefits of the new agreement were evident and included enhancements to consultation and cooperation between the RCMP and the Province. The RCMP Division in Newfoundland and Labrador is referred to as "B" Division.

Joint Initiatives

"B" Division of the RCMP recognizes the benefits of strong partnerships. Some examples of joint initiatives between "B" Division and the RNC over the past year include: the National Sex Offender Registry; Combined Forces Drug Enforcement Units; Criminal Intelligence Service Newfoundland and Labrador, as well as other Intelligence Units. Additionally, both police forces worked with the Seniors Resource Centre of Newfoundland and Labrador to bring awareness to the growing issue of elder abuse.

Youth Engagement

"B" Division Community Aboriginal Policing Services (CAPS) organizes an annual Commanding Officer's Youth Advisory meeting. This involves a weekend of discussions on priority policing issues, with one member and two students invited from each District. A short list of priorities is developed and presented to the Commanding Officer, with findings followed-up by CAPS and the Districts. This year, 21 youth participated in the meeting, and it was decided that a new initiative, entitled *Community Led, Police Assisted Project*, would be implemented. This involves participants identifying an issue specific to their community and developing a strategy to address it. Examples of issues identified include bullying, drug abuse, ATV safety and impaired driving.

"B" Division continued a pilot project with National Headquarters Youth Engagement Section which aims to equip youth and police officers to lead community-based programs that target local issues. In 2012-13, one youth and one police officer attended the national workshop, entitled *Youth Leadership and Project Development*, at the Police Academy in Regina. To date, a total of three youth and four police officers from this province have received this training.

Gender Equity

The RCMP continues to strive to enhance gender equity. Key highlights for 2012-13 include:

- Assistant Commissioner Tracy Hardy was sworn in as the new Commanding Officer for "B" Division in May 2012. This is the first time a woman has held this position in Newfoundland and Labrador;
- On two separate occasions, presentations were offered to promote the Women in Leadership Development Series. Clare Beckton presented in November 2012, and RCMP Commissioner Paulson presented in February 2013;
- Two Members from "B" Division are members of national level committees, including the Women's Advisory Committee and the National Aboriginal Employee Council; and
- The RNC and RCMP partnered to host the 2012 International Association of Women Police Training Conference which was held in St. John's from September 9-13, 2012. The conference was well received by participants (see page 7 for more information).

Inclusion of Diverse Groups

The RCMP continues to strive to enhance the inclusion of diverse groups. Examples of specific initiatives include:

- A mentorship program for new supervisors was under development in 2012-13. The purpose of this program is to build awareness of diverse groups and foster inclusion throughout the organization.
- Memorandums of Understanding were signed between "B" Division and a number of municipal councils and Aboriginal Band Councils to hire by-law enforcement officers or community constables. The by-law enforcement officers or community constables work within RCMP office space, but are employed by the respective municipal council or Aboriginal Band Council.
- Commanding Officer's Aboriginal Advisory Meeting - this annual meeting is inclusive of five Aboriginal groups in the province. It provides an opportunity for Aboriginal leaders to discuss community policing successes and concerns directly with the Commanding Officer and management. This year, the meeting was held in Happy Valley-Goose Bay during fall 2012.
- Aboriginal Pre-Cadet Training Program (APTP) - provides Aboriginal youth with 17 weeks of summer employment. This includes three weeks of training at Regina, Saskatchewan and 14 weeks of employment in their own community under the supervision of a police officer. In 2012-13, "B" Division received funding from the Department of Indian Affairs and Northern Development to hire two APTP summer students.
- Qalipu Summer Student Program - established in 1999, is a partnership with the Qalipu First Nation to train nine post-secondary students. The Qalipu First Nation funds salaries and uniforms, and Community and Aboriginal Policing Services (CAPS) provides training, followed by eight weeks of summer employment at RCMP detachments. By integrating Aboriginal youth within the RCMP, the program has improved communication and fostered a deeper understanding between the RCMP and Qalipu First Nation members.
- Proactive Recruiter Position - was implemented to foster relationships with local Aboriginal communities and other minority groups. The focus of this position is to increase the number of applicants from employment equity groups, including Aboriginal people.
- The RCMP's Recruiting Section participated in career promotion events that were organized by diversity organizations and associations. Specifically, working relationships are established with the Multicultural Women Organization of Newfoundland and Labrador, the Association of New Canadians (ANC) and Office of Immigration and Multiculturalism within the Department of Advanced Education and Skills.



Other Activities

- CRIMESTOPPERS received over 1,500 tips in 2012-13 that resulted in 69 arrests, \$70,000 worth of property recovered, and over \$30,000 in drugs being seized.
- In March 2013, the RCMP in Gander seized 24 pounds of marijuana and \$14,000 in a traffic stop on the Trans Canada Highway. Two Quebec residents were charged in relation to this seizure.
- The RCMP's Operational Communications Centre received 212,500 calls for service during 2012-13.
- The Annual RCMP Klondike Night Fundraiser held in "B" Division Headquarters raised almost \$57,000 for Mothers Against Drunk Driving (MADD) and the Citizens Crime Prevention Association.
- The Queen's Diamond Jubilee Medal was awarded to 58 employees for exceptional community involvement and dedicated service.
- In December 2012, Constable Todd Hussey of Placentia-Whitbourne District was awarded the Golden Spur by the RCMP Foundation for his active community involvement, leadership and being a true role model for young people. The community of Placentia nominated him for this national award. Constable Hussey works with the local food bank, Family Resource Centre, School Council and Beavers. He was also instrumental in securing funding from the RCMP Foundation for Saint Anne's Academy Breakfast Program, and in fundraising for a community playground.



Support Enforcement Program (SEP)

- The SEP collected \$35.1 million in support payments during 2012-13, bringing the total amount collected since the program's implementation to \$455.5 million.
- A total of 94,016 support cheques were issued during the year; 87 per cent were issued by electronic funds transfer.
- In total, 6,920 active cases were registered by 2012-13 fiscal year end.
- A total of 2,942 Support Orders were processed during the year; 2,406 under the *Family Law Act*; 413 under the *Divorce Act*; and 123 made in a foreign jurisdiction.
- There were 62,291 web portal visits in 2012-13. Of these, 53,847 visits were by the creditor, 3,271 visits were by the debtor, and 5,173 visits were by the reciprocating jurisdictions.
- The SEP designed and tested a new web portal communication tool add-on. This add-on enables clients to receive responses to web portal questions online, as opposed to waiting for a telephone call. The launch is scheduled for spring 2013.

Fines Administration

- \$11.5 million in fines was collected in 2012-13, of which \$9.7 million was provincial revenue and \$1.8 million was collected on behalf of third parties (i.e. City of St. John's and Memorial University).
- In 2012-13, \$888,600 was collected in Provincial Victim Fines Surcharges, from automatic assessment on Summary Offence Tickets, as well as imposition in court. A total of \$826,700 was collected in Late Payment Penalties, which are assessed on all overdue fines.
- Fines Administration continues to benefit from the filing of fines with Canada Revenue Agency, realizing collections of \$1,056,000 from this source in 2012-13.

Fish and Wildlife Enforcement Division (FWED)

- Access to the FWED was enhanced through the establishment of new Detachment Offices in Gander, Grand Falls-Windsor, Stephenville, St. John's, Happy Valley-Goose Bay and Wabush.
- The division focused on enhancing public awareness through television commercials, YouTube videos and a redesigned website (www.stoppoaching.ca). Staff also delivered presentations to various groups, including the Salmonid Council of Newfoundland and Labrador, Newfoundland and Labrador Outfitters Association (NLOA) and Department of Fisheries and Oceans (DFO).
- FWED offered "Prepare for PARE" information sessions in Stephenville, St. John's and Happy Valley-Goose Bay. These sessions are for people considering a career as Fish and Wildlife Enforcement Officers.
- In total, 697 complaints of illegal activity were received from the general public in 2012-13.
- A total of 874 violations were registered; 22 per cent were fish related, 46 per cent were big game and other wildlife related, and 32 per cent were ATV related.
- These violations resulted in the seizure of a variety of items, including two vehicles, 54 illegal salmon, 10 illegal nets, 47 firearms, four ATVs and two boats.



Corrections and Community Services Division - Adult Custody

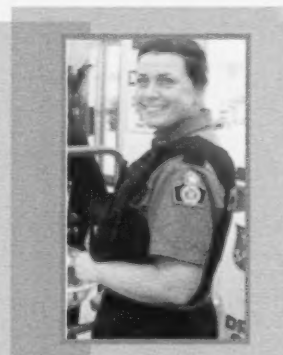
- A significant focus for Adult Custody in 2012-13 was supporting the achievement of Issue 1, *Public Trust and Confidence*, through continued progress in implementing the recommendations of the *Decades of Darkness: Moving Towards the Light* report. In 2012-13, a Corrections and Mental Health Working Group was established, partnerships with community stakeholders were enhanced, development of Correctional Services Regulations was started, a Gender Equity Plan for Adult Corrections was under development, and a review of the phone system utilized by inmates commenced. Further details on this work can be found in the Report on Performance section of this report (page 25).
- Annually, in partnership with the RNC, Her Majesty's Penitentiary Emergency Response Team receives Use of Force Security and Safety training. The role of this team is to enhance the safety and security of inmates and staff.
- In 2012-13, Officer Safety Instructor recertification training was provided as a joint initiative to a total of 20 staff from Her Majesty's Penitentiary, Youth Corrections, RNC, Office of the High Sheriff and the Fish and Wildlife Enforcement Division.
- Gender balance continues to be a priority focus area for Adult Corrections. In 2012-13, there were 75 women working as correctional staff throughout the province, 67 of whom were uniformed correctional officers.
- Seven Exemplary Service medals and six 30-year bars of service were presented to recognize dedicated and continued service of Correctional Officers in Newfoundland and Labrador. Certificates of Commission were also presented to five newly promoted Correctional Officers.
- Lieutenant Elywin Burke of the Newfoundland and Labrador Correctional Centre for Women was presented with the Queen's Diamond Jubilee Medal on December 23, 2012.
- The Newfoundland and Labrador Correctional Centre for Women celebrated National Aboriginal Day on June 21, 2012, with the unveiling of an Inukshuk, built and donated by Labradorian Ray Michelin. National Aboriginal Day provides staff and inmates with an opportunity to celebrate and recognize the ongoing contribution of Aboriginal people.

Adult Correctional Facilities 2012-13

Item	#
Provincial Terms	727
Provincial Intermittent	291
Federal Term	116
Federal Parole Suspension	116
Remand	759
Immigration Order	10
Provincial Parole Suspension	20
Judge's Order	10
Total # of Admissions:	2,049
Total # of individuals Admitted:	1,301

Adult Custody Lock-ups 2012-13 (St. John's and Corner Brook)

Item	#
Arrests	1,038
Admissions under the <i>Detained Intoxicated Persons Act</i>	727
Admissions under the <i>Mental Health Care and Treatment Act</i>	3
Warrant of Arrest	205
Total # of Admissions:	1,973
Total # of individuals Admitted:	1,448



- Each year, correctional staff and inmates contribute to a variety of mutually beneficial community outreach initiatives. For example, in 2012-13:
 - The Canine Therapy Program provided inmates the opportunity to be responsible for a dog and its training. In turn, these dogs received care, attention and an improved chance for adoption.
 - The Garden Therapy Programs at Bishop's Falls Correctional Centre and Labrador Correctional Centre provided the opportunity for inmates to learn gardening skills, while local food banks benefitted from the donation of fresh, local produce.
 - The Bicycle Repair Project entailed inmates repairing donated bicycles for charitable organizations that support children and youth.
 - Inmates crafted small teddy bears for the *Teddies for Tragedies* program with the assistance of Sister Alicia Linehan of the Sisters of Mercy. The teddies were provided to children around the world who have experienced tragedies such as natural disasters, famine and significant traumas.
 - Staff and inmates at the Newfoundland and Labrador Correctional Centre for Women sent over 120 Christmas cards with hand-written messages of encouragement and appreciation to members of the armed forces deployed to Afghanistan.



Corrections and Community Services Division - Victim Services

- In 2012-13, Victim Services implemented a campaign to promote awareness of its services and victim issues using radio, television, movie theatre, billboard, and print advertisements.
- In July 2012, a Victim Services staff member facilitated a "train the trainer" day for justice staff and RCMP members on the *Family Violence Protection Act*. Participants, with Victim Services Regional Coordinators, will deliver training to other justice professionals in their regions.
- Victim Services held a three day in-service session for Regional Coordinators. Workshops and information sessions were conducted on: compassion fatigue; vicarious trauma; burnout; communication patterns; *Access to Information and Protection of Privacy Act* and other legislation updates; occupational health and safety; Aboriginal culture, history and language; and the use of risk assessment tools.

Victim Services Referrals 2012-13

Location	#	Location	#	Location	#	Location	#
Carbonear	512	Gander	426	Marystown	258	St. John's	3,157
Clareville	327	Grand Falls-Windsor	465	Nain	194	Stephenville	514
Corner Brook	391	Happy Valley-Goose Bay	631	Port Saunders	112	Total	6,987

Corrections and Community Services Division - Newfoundland and Labrador Youth Centre (NLYC)

- A total of 53 youth (29 males and 24 females) participated in the Pre-Trial Services Program as an alternative to being remanded into custody.
- The Gender Responsive Steering Committee held the first "Because I am a Girl" Day for females in secure custody.
- NLYC collaborated with the Department of Child, Youth and Family Services in the delivery of an open custody arrangement in St. John's for complex mental health issues. This was an innovative approach to meeting client needs.
- In January 2013, a graduation ceremony was held for a youth in secure custody to mark the completion of his high school diploma, and to recognize his hard work and dedication.

NLYC Admissions 2012-13

Item	#
Overnight Arrests	121
Remand Admissions	72
Secure Custody	20
Total # of Admissions:	213
Total # of Individuals Admitted:	98

Corrections and Community Services Division - Adult Probation

- During 2012-13, there were 1,840 clients sentenced to community supervision, and Adult Probation Officers completed 742 Pre-Sentence Reports.
- There was continued focus on the *Baker Review* recommendations to improve the well-being of clients and staff of the Adult Probation Program. Some of the progress in 2012-13 included: two regional managers hired; new staff orientation; enhanced staff supervision and mentoring; improved safety measures, including new office space design; policy improvements; and strengthened stakeholder relationships.

Family Justice Services Division

- In 2012-13, the division secured \$369,264 from the Family Justice Initiatives of the Supporting Families Fund, established by the Department of Justice Canada in April 2009. Provinces can apply annually for funding to support the delivery of family justice services and programs.
- General information sessions were delivered to various groups, including: Women Centres, Mary May Health Centre in Sheshatshiu; Law Society of Newfoundland and Labrador; Healthy Baby Clubs; Child and Youth Care Program at Keyin College; Employment Transitions Program of the Department of Advanced Education and Skills; staff of the Department of Child, Youth and Family Services; the Stephenville Correctional Centre; Provincial Court; Supreme Court; and articling clerks participating in the Bar Admission Course.
- Staff in Corner Brook collaborated with Blomidon Place (Western Health's interagency counselling service) to offer "It's Okay", which is a group program for families experiencing separation and divorce. Two groups ran simultaneously, one for children and the other for their parents. Topics included: understanding divorce, new family members, learning how the court system works for families, nurturing self-concept and self-esteem, and learning how to cope with feelings and situations related to separation and divorce.
- Over 160 parent information sessions were delivered across the province. These sessions, entitled "Living Apart.... Parenting Together", are mandatory, and provide information to assist parents in making informed decisions that are in the best interests of the children. Topics include: services offered by Family Justice Services, the separation experience from both the child's and parent's perspective, communication, as well as custody, access and child support orders.

Access to Information and Protection of Privacy Office

- The Access to Information and Protection of Privacy (ATIPP) Office, which initially formed part of the purview of the Department of Justice, was officially transferred to the Office of Public Engagement effective October 19, 2012.
- Between April 1, 2012 and October 19, 2012, the ATIPP Office tracked 385 requests for information received by public bodies.
- Information on the activities of the ATIPP Office from October 19, 2012 to March 31, 2013 can be found in the 2012-13 Annual Report of the Office of Public Engagement.

Public Prosecutions

- Public Prosecutions is responsible for prosecuting all *Criminal Code of Canada* and provincial statute matters in the province. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Legal opinions in criminal and criminal related matters are provided to police agencies and other government departments by Public Prosecutions upon request.
- Prosecutors attended training related to subjects that affect criminal prosecutions, including wiretap, firearms trafficking and drug recognition. These sessions were offered by Osgoode Hall, the RCMP and the Law Society of Newfoundland and Labrador.
- Training was delivered to various agencies on the topics of domestic violence, interviewing witnesses, the role of the crown attorney and the criminal process. Participants included police, health care providers and social workers.
- The division continued its partnership with the Ontario Crown Attorneys' Association to participate in the comprehensive educational program which the Association delivers annually.

Office of the Legislative Counsel

The Office of the Legislative Counsel produced 54 pieces of legislation, all of which passed through the Legislature in 2012, affecting the provincial statutes and regulations as follows:

- Nine new Acts were introduced;
- 104 Acts and two regulations were amended; and
- Five Acts were repealed.

Ninety-four pieces of subordinate legislation were produced and published in the *Gazette*, affecting the provincial statutes and regulations as follows:

- Four proclamations bringing Acts into force, which essentially brought into force three new Acts, seven amendments to Acts, repealed five Acts and repealed one regulation;
- 38 pieces of subordinate legislation were amended;
- 23 new regulations were created;
- One new planning area was identified;
- Three new notices were issued;
- 21 new orders were introduced; and
- Four pieces of subordinate legislation were repealed.

Did You Know?

The Provincial Government currently has:

- 384 Consolidated Statutes and 1,514 Consolidated Regulations.
- Legislative Counsel's website received 1,851,024 hits last year.

Office of the High Sheriff

- As a part of its ongoing program to improve Court Security and Secure Prisoner Transportation, the Office of the High Sheriff continued to explore options to achieve efficiencies in the delivery of court security services. The office participated in several multilateral committees composed of various organizational components of the Public Safety and Enforcement Branch.
- The Financial Section collects and disburses trust monies received as a result of the enforcement of court orders. The Financial Section is also responsible for the collection of fees as set out in the Sheriff's Office Fee Schedule. During fiscal year 2012-13, the Financial Section collected \$1.94 million in Consolidated Revenue Funds and \$4.19 million in Trust Funds.
- The Sheriff's Office is responsible for the perimeter security screening process at the Provincial Court in St. John's. Items confiscated in 2012-13 are as follows:

Item	#
Pocket Knives	85
Utility Knives	48
Cork Screws	3
Kitchen Knives	1
Knitting Needles	8
Scissors	33
Nail Files	12
Razors	16
Screw Drivers	1
Screws & Nails	32
Bear Spray	1
Drug Paraphernalia	15
Assorted Metal/Sharp Objects	25
Total Items	280



- As of March 31, 2013, there were 28,000 active judgements registered on the Judgement Enforcement Registry. Judgements are issued by courts for enforcement proceedings. The following table outlines the type of Judgement Enforcement Registrations issued during 2012-13:

Type of Registration	#
Small Claims	725
Wage Claim	36
Support Order	545
Notice of Judgement	3,755
Possession Order	64
Ship Arrest	5
Total	5,130

- The Sheriff's Office continued to support the professional development of employees. Training included: Use of Force; Automatic Electronic Defibrillator; CPR/First Aid; Suicide Intervention; Management Accounting; Women in Policing Conference; and St. John Ambulance Conference.

Report on Performance 2012-13

Mission Statement

The mission statement identifies the priority focus of the Minister and the Attorney General over two planning cycles and includes a measure and indicators that demonstrate progress towards the achievement of the mission. The department will report on its progress towards the mission statement in the final year the statement covers, which is 2017.

Mission Statement:	By March 31, 2017, the Department of Justice will have enhanced services and responses to improve public protection and access to justice in a manner that is sensitive to the diverse needs of its clients.
Measure	
Enhanced services and responses	
Indicators	
<ul style="list-style-type: none">○ Quality of select service areas enhanced○ Targeted professional development opportunities provided○ Resource efficiencies achieved○ Diverse needs addressed○ Oversight and accountability processes enhanced, as appropriate	

Issues

The issues in this section provide information on the department's progress towards achieving the goals and objectives identified in its strategic plan. The *Department of Justice Strategic Plan 2011-14* is available at <http://www.justice.gov.nl.ca/just/publications/>.

Goals refer to the results expected over a three-year timeframe, and the objectives refer to the results expected each year. Measures and indicators are provided, and reported on annually, in order to demonstrate to the public the department's progress in achieving desired results.

Issue 1: Public Trust and Confidence

The Department of Justice continues to work towards enhancing the public's trust and confidence in the justice system. In 2012-13, the department continued: the implementation of enhancements to administrative processes within the Supreme Court, which will ensure modern court management practices and maximized efficiencies; implemented recommendations from the *Baker Review* on Adult Probation, as appropriate; and continued the implementation of recommendations from *Decades of Darkness: Moving Towards the Light* report.

In 2013-14, the Department of Justice will assess the status and impact of the various initiatives it has implemented to demonstrate commitment to meeting the needs of its clients and ensuring public trust and confidence. This will provide an opportunity for the department to reflect on where it was at the beginning of this planning cycle (2011), assess achievements and challenges of the recent past, and focus the direction for future priorities.

Goal 1:

By March 31, 2014, the Department of Justice will have implemented initiatives to enhance public trust and confidence.

Measure

Initiatives to enhance public trust and confidence implemented

Indicators

- ▷ Professional development needs of select roles assessed
- ▷ Professional development plans for select roles implemented
- ▷ Recommendations from the *Baker Review* of Adult Probation implemented, as appropriate
- ▷ Implementation of recommendations from *Decades of Darkness: Moving Towards the Light* report continued
- ▷ Supreme Court administrative structure modernized
- ▷ Fish and Wildlife Enforcement Division established

Objective 1.2: By March 31, 2013, the Department of Justice will have implemented select initiatives that demonstrate commitment to public trust and confidence.

Measure

Select initiatives that demonstrate commitment to public trust and confidence implemented

Indicator Enhancements to the Supreme Court administrative processes continued

Actual Results

Enhancements to the Supreme Court administrative processes continued.

- ▷ A review of reporting relationships and organizational structure continued. Vacant positions were reviewed to ensure they were still required, and that duties and skills were in alignment with modern court management.
- ▷ Development opportunities continued for supervisors and managers, particularly in the area of supervisory skills.
- ▷ All Supreme Court employees were trained in the new Service Standards, which were implemented in spring 2012.
- ▷ Committees were established to address ongoing and new issues.
- ▷ The Office of the Chief Information Officer (OCIO) was engaged to assist with the development of an IT Strategy focused on the use of technology to modernize and improve processes in the Court. The strategy is expected to be finished in fall 2013. A committee was established to work with Family Division stakeholders in the identification and implementation of improvements to timelines and service delivery.

Indicator Probation services improved as per recommendations in the *Baker Report*

Actual Results

Probation services have been improved as per the recommendations in the *Baker Review*.

- ▷ A new regional management structure was implemented which has enhanced staff supervision, caseload monitoring, resource allocation, and community liaising.
- ▷ A new documentation policy has been implemented to ensure that appropriate documentation is maintained and to aid in the continuity of service.
- ▷ A new auditing process was implemented to ensure service quality.
- ▷ There were also infrastructure enhancements, including the construction of new office space in Grand Falls-Windsor and implementation of security enhancements at various probation offices.

Indicator

Implementation of recommendations from *Decades of Darkness: Moving Towards the Light* report continued

Actual Results

Implementation of recommendations from *Decades of Darkness: Moving Towards the Light* report continued during the fiscal year.

- ▷ A Corrections and Mental Health Working Group was established and is comprised of representatives from the Department of Justice, the Department of Health and Community Services and Eastern Health. The focus will be to assist Newfoundland and Labrador Corrections and its partners to work more efficiently and effectively with Corrections' clients.
- ▷ Partnerships have been enhanced with community stakeholders and service providers. Various community organizations and service providers worked with correctional institutions to provide programming and services for clients during the year. Some examples include Turnings, Stella Burry Community Services, the John Howard Society, and Canadian Mental Health Association.
- ▷ Correctional Services Regulations are under development and will be implemented in 2013-14.
- ▷ A Gender Equity Plan for Adult Corrections is under development and is expected to be finalized by the end of 2013-14.
- ▷ A review of the phone system utilized by inmates has begun. The intention is to explore modern communication systems that will incorporate enhanced communication monitoring and reduce costs to inmates and their families.

Objective 1.3:

By March 31, 2014, the Department of Justice will have assessed the progress of initiatives that demonstrate commitment to public trust and confidence.

Measure

Progress of initiatives that demonstrate commitment to public trust and confidence assessed

Indicators

- ▷ Status and impact of the implementation of recommendations from the *Baker Review* assessed
- ▷ Status and impact of the implementation of recommendations from *Decades of Darkness: Moving Towards the Light* report assessed
- ▷ Implementation of changes to the Fish and Wildlife Enforcement Division assessed
- ▷ Status and impact of changes to the administrative structure of the Supreme Court assessed

Issue 2: Responsiveness to Diverse and Unique Needs

Newfoundland and Labrador has a changing population, and the Department of Justice recognizes the importance of being prepared to meet the changing needs of the people it serves. It also recognizes the importance of being responsive to the needs of the existing population, including Aboriginal people and communities. One of the ways the department is addressing this is to promote awareness of diversity and the importance of inclusion. In 2012-13, the Department of Justice delivered Aboriginal awareness sessions and other staff development opportunities related to diversity.

In 2013-14, the Department of Justice will focus on measures that enhance recruitment practices to ensure best practices and to encourage diversity, including gender balance, in select areas.

Goal 2:

By March 31, 2014, the Department of Justice will have enhanced its responsiveness to clients' diverse needs and interests.

Measure

Enhanced responsiveness to clients' diverse needs and interests

Indicators

- Partnerships with diversity and equality seeking groups enhanced
- Awareness activities improved
- Recruitment practices enhanced
- Aboriginal organizations engaged
- Multiculturalism policy promoted throughout the justice system

Objective 2.2:

By March 31, 2013, the Department of Justice will have improved awareness activities and training opportunities.

Measure

Awareness activities and training opportunities improved

Indicator

Elder abuse training delivered to frontline RNC and RCMP members

Actual Results

- Training for frontline RNC and RCMP members was postponed until fall 2013 to allow the time required to develop a complete and comprehensive resource for use in educating others about the issue of violence against older persons.

Indicator

Aboriginal awareness sessions offered

Actual Results

Aboriginal awareness sessions were offered throughout the department.

- In September 2012, half-day sessions on Aboriginal history, culture and language were held for staff. Participants included employees of Adult Probation, Newfoundland and Labrador Youth Centre and Victim Services. Residents of the NLYC also participated in a session.
- In January 2013, a full day Aboriginal Awareness Training session was held for staff of the Fish and Wildlife Enforcement Division in Labrador.
- There are three Aboriginal Liaison Officer positions in Adult Corrections; one at the Newfoundland and Labrador Correctional Centre for Women and two at the Labrador Correctional Centre (LCC). These positions provide an ongoing focus on Aboriginal awareness. In January 2013, the Aboriginal Liaison Officer in Labrador delivered cross-cultural awareness training to 34 staff at the LCC.

Indicator Staff development focused on diversity delivered

Actual Results

Staff development focused on diversity was delivered.

- As part of the Respectful Workplace Program, the RNC offered four opportunities for training on issues related to respectful workplace:
 - On October 11, 2012, the RNC Respectful Workplace Committee delivered Respectful Workplace Frontline training to 19 RNC police officer cadets.
 - On February 27, 2013, 70 RNC employees participated in the Canadian Standards Association's webinar on the newly released national psychological health and safety standards for employees in the workplace.
 - On March 7, 2013, 54 RNC employees attended a presentation on the status of women in Newfoundland and Labrador delivered by Linda Ross, President of the Provincial Advisory Council on the Status of Women.
 - On March 28, 2013, 17 RNC employees attended a presentation delivered by the Office of Immigration and Multiculturalism on cultural competency.
- The RCMP's Employee Equity / Leadership Committee focused on enhancing employment equity awareness through the provision and promotion of professional development opportunities. Examples of training opportunities promoted during 2012-13 included: Newfoundland and Labrador Federal Council Diversity Committee's Multiculturalism Ethnic Food and Cultural Dance event; Diversity Winter Event hosted by the Coalition on Richer Diversity on Employment and Intercultural Communication; Federal Council Diversity Committee's two day Joint Learning Workshop on Duty to Accommodate - Building on an Inclusive Workplace; and the Promotion of Black History Month (February 2013).
- The RCMP's Supervisor Development Program and Manager Development Program include courses on equality and fairness in the workplace.
- The Newfoundland and Labrador Correctional Centre for Women celebrated National Aboriginal Day on June 21, 2012. National Aboriginal Day provides staff and inmates with an opportunity to celebrate and recognize the ongoing contribution of Aboriginal people.
- As part of its annual in-service session, Victim Services staff participated in a workshop entitled *True Colours*. This workshop builds an awareness of diversity.
- International Women's Day was recognized by staff in policing, victim services, probation and correctional centres.

Objective 2.3:

By March 31, 2014, the Department of Justice will have enhanced its recruitment practices to reflect the diverse needs and interests of clients.

Measure

Recruitment practices enhanced to reflect the diverse needs and interest of its clients

Indicators

- Implemented practice of gender balance on selection boards for positions within Adult Corrections
- Promoted the value of diversity and respect in the workplace within correctional institutions
- Promoted education and awareness about justice careers and opportunities to target populations
- Delivered training related to best practices in recruitment activities for appropriate staff

Issue 3: Public Access to Justice

Public access to the justice system remains a key focus of the Department of Justice and is also a priority nationally. 9 Given this, in 2012-13 the department focused on researching the issue, identifying options for enhancements and developing and strengthening partnerships for the purpose of outreach services.

In 2013-14, the department will focus on the enhancement of eligibility criteria and service delivery responses in select program areas.

Goal 3:

By March 31, 2014, the Department of Justice will have enhanced public access by addressing select issues.

Measure

Public access enhanced by addressing select issues

Indicators

- Access to justice barriers researched
- Outreach services enhanced
- Eligibility criteria for select programs analyzed
- Needs of women involved in the justice system, including women living within the Labrador region of the province, addressed

Objective 3.2: By March 31, 2013, the Department of Justice will have enhanced outreach services based on research findings.

Measure

Outreach services enhanced based on research findings

Indicator

Research conducted on outreach services

Actual Results

Research was conducted on outreach services. Specifically:

- Research was conducted on the specific programming needs of Female Offenders and Aboriginal Female Offenders.
- Community agencies in Happy Valley-Goose Bay were contacted to identify existing services to support female offenders.
- Cross-jurisdictional research was conducted to explore programming provided to Aboriginal female offenders across Canada.
- A Peer Review of Psychiatry Services at Her Majesty's Penitentiary was completed.

Indicator

Options for enhanced outreach services identified

Actual Results

Options for enhanced outreach services were identified.

- The Peer Review of Psychiatry Services at Her Majesty's Penitentiary resulted in a recommendation that a new model be adopted for the provision of mental health services within Adult Corrections. This model, referred to as a Recovery Model, has been reviewed and an implementation plan is being developed for all correctional institutions. The concept of recovery is a new way of seeing the goals of the mental health system. Recovery is about much more than treatment of symptoms: it is about personal growth and well-being, supported by the availability of essential resources and services.
- A training program was developed for the Recovery-based approach.
- A new psychiatric chart recording process was implemented.
- Adult Corrections supported various options and programs for offenders who were completing their period of incarceration and preparing to transition back into the community as contributing members.

Indicator

Partnerships developed to enhance outreach services

Actual Results

Partnerships were developed to enhance outreach services.

- Contracts were negotiated with Sheshatshiu Innu First Nation to partner in the delivery of community-based probation services and victim services.
- The Department of Justice partnered with Nunatsiavut Government and Sheshatshiu Innu First Nation for Prison Liaison Officer positions.
- The Female Offender Committee in Labrador continued during the fiscal year.
- The Department of Justice partnered with community organizations to strengthen services for offenders while incarcerated and upon release.
- Partnerships are critical to the implementation of a Recovery Model for the provision of mental health services within Adult Corrections. Given this, Adult Corrections: established a provincial recovery network, comprised of health, justice and community representatives; created a Corrections and Mental Health Working Group; and introduced an improved communications process with community physicians.

Indicator

Partnership with Mushuau Innu First Nation pursued to enable delivery of victim and probation services in Natuashish (similar to those currently offered in Sheshatshiu)

Actual Results

- A partnership was pursued with the Mushuau Innu First Nation to enable the delivery of victim and probation services in Natuashish (similar to those currently offered in Sheshatshiu).

Objective 3.3:

By March 31, 2014, the Department of Justice will have enhanced eligibility criteria and service delivery responses in select programs.

Measure

Eligibility criteria and service delivery responses in select programs enhanced

Indicators

- Mobile workstations implemented in the Fish and Wildlife Enforcement Division
- Service delivery of the Legal Aid Commission reviewed
- Adult Probation policy reviewed with an emphasis on service delivery enhancements
- Victim Services policy reviewed with an emphasis on service delivery enhancements
- Female Offender Committee continued to focus on service delivery responses

Opportunities and Challenges Ahead

Every challenge presents an opportunity to learn, innovate, advance and improve. Technology is an example of an issue that provides both challenges and opportunities for the department. From a justice system perspective, technological advancements provide opportunities for enhanced monitoring, surveillance and security in many aspects of day-to-day operations. It also provides opportunities to create efficiencies in work processes, for example, mobile work stations in the vehicles of law enforcement officers. Technological advancements can create innovative means of improving access to justice, a priority both nationally and locally.

Technological advancements also present challenges for law enforcement, as it enables crimes to cross national and international borders and increases the complexity of crimes. It also poses challenges in finding ways to keep society's most vulnerable citizens safe, particularly children and youth. The department has invested significantly in measures to address issues pertaining to child exploitation and will continue to seek opportunities to enhance the protection of children online, including a focus on combating cyberbullying.

The National Action Committee on Access to Justice in Civil and Family Matters was established by Chief Justice McLachlin in cooperation with the Canadian Bar Association and the Canadian Forum on Civil Justice, and it is comprised of leaders in all sectors of the legal community and a member of the public. To date, four priority areas have been identified: Court Processes Simplification; Access to Legal Services; Access to Family Justice; and Prevention, Triage and Referral. Working groups have been established for each area and a report of findings is scheduled to be completed by the end of September 2013. Consultations with jurisdictions will begin in the fall 2013 to discuss issues pertaining to access to justice in civil and family matters. This will be an opportunity for the provinces, territories, Federal Government and other stakeholders to work together to identify and implement best practices.

With economic prosperity comes opportunities for individuals, families and businesses. However, there are also challenges that emerge. One such challenge for the Department of Justice is addressing an increase in drug trafficking and organized crime. The Provincial Government has made significant investments in this area since 2004. At the end of FY 2012-13, approximately \$1 million was announced for the creation of a joint provincial Task Force on Child Exploitation and Drugs. This is a partnership between the RNC and the RCMP and will enhance efforts to combat these types of crime.

The justice system continues to strive to meet the needs of an ever-changing and culturally diverse population, with differing and diverse needs for access to government programs and services. The justice system will continue to strive to enhance cultural awareness and sensitivity to all cultures, including the cultures of the Aboriginal people of the province.

Financial Statements

Department of Justice Statement of Expenditure and Related Revenue for the Year Ended 31 March 2013 (Unaudited)

Expenditure and revenue figures included in this document are based on public information provided in the "Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended 31 March 2013" (unaudited). The full report can be viewed at:

http://www.fin.gov.nl.ca/fin/public_accounts/index.html

or contact: Comptroller General's Office
P.O. Box 8700, St. John's, NL A1B 4J6
Phone: 709.729.2341

		Estimates		
		Actual (\$)	Amended (\$)	Original (\$)
1.1.01.	Minister's Office	274,474	306,200	306,200
1.2.01.	Executive Support	1,346,091	1,361,300	1,288,400
1.2.02.	Administrative and Policy Support	2,528,132	2,753,100	3,023,000
	Less Related Revenue (Provincial)	(121,100)	(63,000)	(63,000)
1.2.03.	Strategic Human Resource Management	1,578,856	1,664,000	1,403,900
1.2.04.	Legal Information Management	1,023,855	1,034,100	1,031,500
	Less Related Revenue (Provincial)	(16,000)	(29,000)	(29,000)
1.2.05.	Administrative Support	640,881	989,500	614,500
1.3.01.	Fines Administration	1,152,354	1,177,600	1,077,600
	Less Related Revenue (Provincial)	(741,791)	(700,000)	(700,000)
2.1.01.	Civil Law	8,254,972	9,026,000	9,006,700
	Less Related Revenue (Provincial)	(10,093)	-	-
2.1.02.	Sheriff's Office	5,466,172	5,516,900	5,184,400
2.1.03.	Support Enforcement	954,354	976,800	975,700
2.1.04.	Access to Information and Protection of Privacy	400,115	423,900	608,000
2.1.05.	Family Justice Services	2,322,620	2,448,500	2,451,400
	Less Related Revenue (Federal)	(426,514)	(561,500)	(561,500)

		Estimates		
		Actual (\$)	Amended (\$)	Original (\$)
2.2.01.	Criminal Law	7,702,717	7,937,700	7,716,500
	Less Related Revenue (Federal)	(28,458)	-	-
2.3.01.	Legal Aid and Related Services	13,980,000	14,206,700	14,206,700
	Less Related Revenue (Federal)	(2,094,261)	(2,233,900)	(2,233,900)
2.3.02.	Commissions of Inquiry	-	1,000	1,000
2.3.03.	Office of the Chief Medical Examiner	663,862	750,800	666,500
2.3.04.	Human Rights	826,308	897,600	844,600
2.3.05.	Office of the Public Trustee	653,643	666,900	674,100
	Less Related Revenue (Provincial)	(510,359)	(260,000)	(260,000)
2.4.01.	Legislative Counsel	549,584	554,300	608,000
3.1.01.	Supreme Court	5,627,109	5,746,300	5,563,100
	Less Related Revenue (Federal)	(31,643)	(15,600)	(15,600)
	Less Related Revenue (Provincial)	(4,500)	(12,000)	(12,000)
3.2.01.	Provincial Court	11,503,820	11,601,400	10,914,700
	Less Related Revenue (Provincial)	(25)	-	-
3.3.01.	Court Facilities	1,827	450,000	450,000
4.1.01.	Royal Newfoundland Constabulary	49,685,139	49,805,800	47,145,500
	Less Related Revenue (Federal)	(729,998)	(622,600)	(622,600)
	Less Related Revenue (Provincial)	(532,797)	(487,600)	(487,600)
4.1.02.	Royal Canadian Mounted Police	73,214,368	73,233,500	71,158,500
	Less Related Revenue (Federal)	(560,618)	(550,000)	(550,000)
	Less Related Revenue (Provincial)	(146,468)	(78,000)	(78,000)
4.1.03.	Public Complaints Commission	293,962	324,200	285,000
4.1.04.	Royal Newfoundland Constabulary (Capital)	11,588,691	20,250,000	20,250,000
4.2.01.	Adult Corrections	36,491,708	37,019,700	37,263,200
	Less Related Revenue (Federal)	(6,522,024)	(5,493,900)	(5,493,900)
	Less Related Revenue (Provincial)	(1,182,859)	(564,000)	(564,000)
4.2.02.	Youth Secure Custody	6,019,862	6,194,200	7,243,500
	Less Related Revenue (Federal)	(5,571,023)	(2,923,600)	(2,923,600)
	Less Related Revenue (Provincial)	(19,944)	-	-
5.1.01.	Fish and Wildlife Enforcement	5,555,303	5,977,600	7,508,400
	Total Expenditures - Department of Justice	250,300,779	263,295,600	259,470,600
	Total Related Revenue	(19,250,475)	(14,594,700)	(14,594,700)
TOTAL: DEPARTMENT		231,050,304	248,700,900	244,875,900

Strategic Directions

1. Title: Public Protection, Order and Safety

Outcome Statement: Improve public protection, order and safety for the people in Newfoundland and Labrador.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	This Direction is addressed:		
		in the department's strategic plan	in the department's operational plan	in the branch/divisional work plans of the department
Community-based corrections and community services		✓		
Infrastructure for secure custody			✓	
Court security			✓	
Organized crime and child sexual exploitation			✓	
Family violence			✓	
Community Notification			✓	

2. Title: Access to Justice

Outcome Statement: Improved access to the justice system.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	This Direction is addressed:		
		in the department's strategic plan	in the department's operational plan	in the branch/divisional work plans of the department
Culturally sensitive responses to the needs, aspirations and values of Aboriginal people		✓		
Outreach service enhancement		✓		
Clients with complex needs			✓	
Self-represented litigants			✓	
Eligibility criteria for various program areas		✓		

3. Title:

Public Trust and Confidence

Outcome Statement:

Improved public trust and confidence in the justice system.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	This Direction is addressed:		
		in the department's strategic plan	in the department's operational plan	in the branch/divisional work plans of the department
Oversight processes			✓	
Responses to diverse and unique needs of individuals		✓		
Strategic partnerships to enhance integrated service delivery		✓		

4. Title:

Innovation, Efficiencies and Technology

Outcome Statement:

Enhanced innovation and efficiencies in the justice system.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	This Direction is addressed:		
		in the department's strategic plan	in the department's operational plan	in the branch/divisional work plans of the department
Information management needs and practices			✓	
Use of technologies and best practices			✓	

Public Entities

- Board of Commissioners of Public Utilities
- Commissioner of Lobbyists
- Consumer Advocate
- Criminal Code Mental Disorder Review Board
- Electoral Boundaries Commission*
- Human Rights Commission
- Human Rights Commission Panel of Adjudicators
- Labour Relations Board
- Newfoundland and Labrador Legal Aid Commission
- Office of the Chief Medical Examiner
- Royal Newfoundland Constabulary Public Complaints Commission
- Royal Newfoundland Constabulary Public Complaints Commission Panel of Adjudicators

*The Electoral Boundaries Commission is active every 10 years. See Appendix D for a description of this entity.

Electoral Boundaries Commission

The Electoral Boundaries Commission was active in 2006; however, it is currently disbanded. The Electoral Boundaries Commission will be appointed again in 2016, at which time it will meet its planning and reporting requirements as appropriate under the *Transparency and Accountability Act*. In the interim, this appendix will serve to describe the activities of the Commission when it is active, as prescribed in the *Electoral Boundaries Act*.

Overview

The *Electoral Boundaries Act* states the Electoral Boundaries Commission shall consist of five members. The chairperson is to be appointed by the Chief Justice of Newfoundland and Labrador, and the additional four members are to be appointed by the Speaker of the House of Assembly. The Commission is responsible to the Minister of Justice, and its financial information is included in the financial information for the Department of Justice.

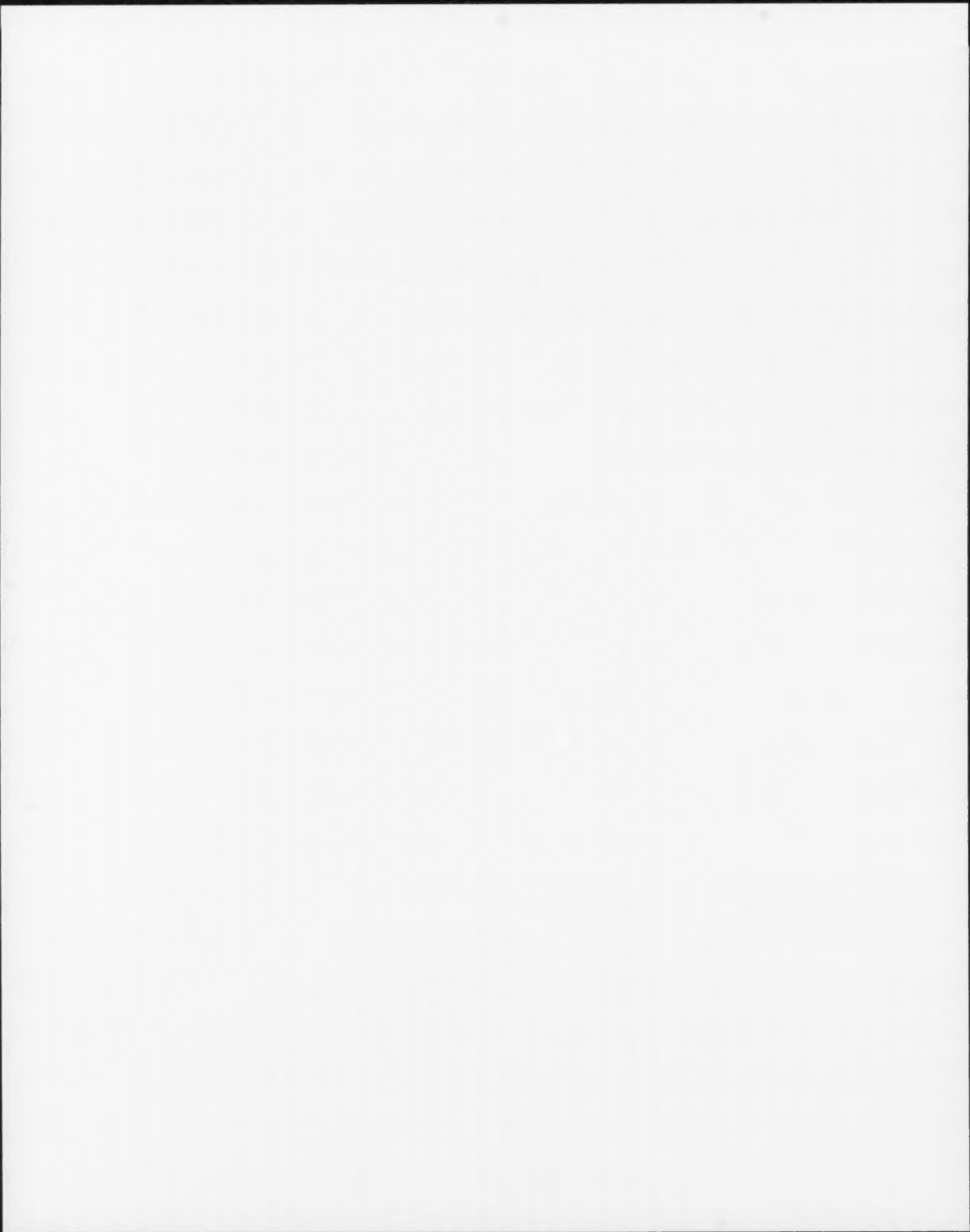
Mandate

The Commission is directed to divide the province into 48 proposed one-member districts. The Act provides that the Commission divide the Labrador portion of the province into four proposed districts and shall describe the boundaries of those districts in such a manner that the proposed new districts conform as closely as practicable to the present districts. With regard to the island portion of the province, the Commission shall determine the boundaries by obtaining a quotient for each proposed district by dividing the total population of the province (except that portion of the total population living within the area of the province comprising Labrador) by the number 44.

The Commission shall assume that the proportion of electors to the general population is constant throughout the province. Where the Commission considers it necessary to do so, they may depart from the quotient not to a greater extent than 10 per cent more or 10 per cent less of the quotient. The Commission may also recommend the creation of a district with a population that departs from the quotient up to 25 per cent more or 25 per cent less of the quotient, where the Commission concludes that the departure is warranted by special geographic considerations.

The Commission will submit a report to the Minister of Justice setting out its recommendations concerning the division of the province, the description of the boundaries and the name to be given to each district, which names shall incorporate the historical and geographical factors that the Commission considers appropriate.





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